

MAR 13 2015

SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT, AND TOURISM; UNIVERSITY OF HAWAII; DEPARTMENT OF EDUCATION; AND DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CREATE KEIKI TO CAREER PATHWAYS FOR KINDERGARTEN THROUGH TWELFTH GRADE, DEVELOP REGIONAL ECONOMIC PLANS, AND ALIGN KEIKI TO CAREER PATHWAYS TO THE REGIONAL ECONOMIC PLANS TO DEVELOP SKILLED WORKERS FOR HAWAII'S INDUSTRIES.

1 WHEREAS, there is a dearth of career-ready skilled workers
2 available to fill industrial vacancies; and
3

4 WHEREAS, a 2012 study sponsored by Deloitte and the
5 Manufacturing Institute showed that nine out of ten Americans
6 believe manufacturing is important to the United States economy;
7 and
8

9 WHEREAS, in 2015 Deloitte and the Manufacturing Institute
10 reported that over the next decade the manufacturing industry
11 will create 700,000 new jobs and in addition there will be
12 approximately 2,700,000 manufacturing jobs vacated by retiring
13 baby boomers, of which 2,000,000 of those vacated jobs will go
14 unfilled because of an expected shortage of skilled workers; and
15

16 WHEREAS, globally, seventy-five million young people are
17 unemployed, yet businesses have a shortage of skilled workers to
18 fill vacant positions; and
19

20 WHEREAS, the president of the Manufacturing Institute
21 stated that "[t]he skills shortage pervades all stages of
22 manufacturing—from engineering to skilled production. This
23 challenge will only grow as the demographics of our workforce
24 evolve with retirements, new technological advances requiring a
25 higher level of training and certification, and our K-12
26 education system, which continues to lack the necessary focus on
27 STEM education"; and
28

29 WHEREAS, forty-five percent of employers report a lack of
30 skills as the main reason for entry-level vacancies and only



1 forty-two percent of employers worldwide believe new graduates
2 are adequately prepared for work; and

3
4 WHEREAS, millennials are expected to fill open
5 manufacturing positions, but drawing them into the industry is a
6 huge challenge for manufacturers; and

7
8 WHEREAS, manufacturers are collaborating with training
9 partners to create training programs to develop skilled workers;
10 and

11
12 WHEREAS, the agriculture and technology industries also
13 encounter challenges recruiting skilled workers; and

14
15 WHEREAS, employment agencies, workforce centers, state
16 boards, college boards, and technical schools do not always
17 provide workers with the specialized skills necessary for modern
18 industry, demonstrating the gap between the skills education
19 provides and the skills businesses need; and

20
21 WHEREAS, a skilled workforce is essential for economic
22 growth; and

23
24 WHEREAS, companies are taking a multi-faceted approach to
25 solve their workforce shortages by offering higher pay for
26 certain jobs, implementing veteran hiring programs, providing
27 internal training and worker development programs, and working
28 with local schools and community colleges to create training and
29 certification programs; and

30
31 WHEREAS, German companies, which have built manufacturing
32 plants in the United States in recent years, are teaming up with
33 American community colleges to replicate the German
34 apprenticeship system that develops skilled workers by giving
35 teenagers internships and practical training; and

36
37 WHEREAS, high schools nationwide are providing similar
38 career pathway programs through various modes including
39 vocational schools and internship opportunities, some of which
40 lead to certificates or licenses in addition to a high school
41 diploma; and
42



1 WHEREAS, career pathways students not only acquire work-
2 based experience, but also develop basic employment skills
3 necessary for success in the workplace; and
4

5 WHEREAS, students have a weak understanding of the skills
6 and degrees which will be most marketable as they seek
7 employment, and some students have even given up on their
8 ability to leverage education to find employment; and
9

10 WHEREAS, in-demand jobs are those in technology,
11 engineering, and other fields that require certifications and
12 licenses; and
13

14 WHEREAS, career pathways provide a context for exploring
15 career options at all levels of education and a framework for
16 linking learning to the skills and knowledge needed for future
17 success, but may not always result in pursuit of higher
18 education; and
19

20 WHEREAS, students receive very little coaching from their
21 colleges about possible career opportunities and how to assess
22 their aptitude for potential careers, and need information and
23 tools to help them see the pathway from education to employment;
24 now, therefore,
25

26 BE IT RESOLVED by the Senate of the Twenty-eighth
27 Legislature of the State of Hawaii, Regular Session of 2015,
28 that the Department of Business, Economic Development, and
29 Tourism; University of Hawaii; Department of Education; and
30 Department of Labor and Industrial Relations are requested to
31 work together to identify areas of opportunity for economic
32 growth, diversification, and job creation in Hawaii; and
33

34 BE IT FURTHER RESOLVED that the Department of Business,
35 Economic Development, and Tourism; University of Hawaii;
36 Department of Education; and Department of Labor and Industrial
37 Relations are requested to work together to develop keiki to
38 career pathways for each industry identified that will provide a
39 context for exploring career options at all levels of education
40 and a framework for linking learning to the skills and knowledge
41 needed for success in each career pathway; and
42



1 BE IT FURTHER RESOLVED that the Department of Business,
2 Economic Development, and Tourism and Department of Labor and
3 Industrial Relations are requested to identify the industries
4 that may thrive in various parts of the State and develop
5 regional economic plans for each industry; and
6

7 BE IT FURTHER RESOLVED that each regional economic plan
8 include the identified industry, information about the
9 geographical area, including the educational institutions nearby
10 and any state facilities or land that may be redeveloped to
11 support the industry, and any local entities that may be
12 available to assist the Department of Education and University
13 of Hawaii in the development of a keiki to career pathways
14 curriculum; and
15

16 BE IT FURTHER RESOLVED that the Department of Business,
17 Economic Development, and Tourism and Department of Labor and
18 Industrial Relations use the Whitmore Project as a model of an
19 economic regional plan which syncs and coordinates intermediate
20 and secondary education with the skillsets needed by the local
21 agricultural industry; and
22

23 BE IT FURTHER RESOLVED that the Department of Education and
24 University of Hawaii develop curriculum for each keiki to career
25 pathway, and align keiki to career pathways to each regional
26 economic plan in an effort to close the gap between business
27 needs and education outcomes; and
28

29 BE IT FURTHER RESOLVED that certified copies of this
30 Resolution be transmitted to the Director of Business, Economic
31 Development, and Tourism; President of the University of Hawaii;
32 Superintendent of Education; and Director of the Department of
33 Labor and Industrial Relations.
34
35
36

OFFERED BY:

